



**INDUSTRIES
INC.**

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To: Members of the Legislature's Labor and Public Employees Committee

From: Jason M. Howey, Executive VP & COO, Okay Industries, Inc. New Britain, CT

Date: January 31, 2011

Subject: Reject HB-5460 An Act Concerning Captive Audience Meetings

I am writing to vehemently oppose HB-5460. Management and employee communications are critical to successful organizations, especially when there are so many uncertainties, and unpredictable economy like we have today.

Okay Industries meets with all of its employees monthly to discuss business conditions, key safety meeting results (meeting minutes are published for all employees), company performance, customer issues and other information that impacts employees and the business so that the organization can operate effectively.

Okay Industries also has a long history of community activities and fund raising which Okay uses not only to support area non-profits but also to build teamwork among its management and employees. In 2010, Okay Industries raised more than \$50,000 for the United Way with almost 90% participation.

Okay also has both a 401K and Profit Sharing plan. The company has a 401K committee which includes hourly employees. Company results and the impacts of performance are communicated to employees regularly.

It is imperative that Connecticut businesses continue to have the ability to communicate with their employees. As they say, you can never over communicate, and the more companies interact with their employees the stronger Connecticut companies will become.

Please feel free to contact me directly if you have any questions or wish to discuss further.